

Awareness Program on Prevention of Sexual Harassment of Women at Workplace conducted at IFGTB, Coimbatore on 12th November 2018

The Internal Complaints Committee (ICC) of IFGTB, Coimbatore conducted an awareness program on Prevention Sexual Harassment of Women at Workplace on 12th November 2018 at 2.30 pm in the Auditorium of IFGTB. All the employees, research scholars and project students participated in the program. Dr. R. Yasodha, Scientist G and Chairperson of Internal Complaints Committee welcomed the gathering and shared the information about Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013. Dr. Zenetta Rosaline, Professor and Director, Department of Women Studies, Bharathiar University, Coimbatore made a presentation on Gender Sensitization and good parenting. She emphasized the role and functions of ICC in an institution and good practices to be followed.



Dr. Mohit Gera, IFS, Director, IFGTB, discussed about the provisions of Act on “Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) and informed that any sexual harassment is a kind of gender discrimination which violates women’s fundamental right to equality and right to life guaranteed under constitution. Director, IFGTB elaborately discussed on the employer’s duties and obligations and insisted that “**Prevention is better than cure**”. He has informed the participants that responsibilities of employer include promoting a gender sensitive workplace, provide a safe working environment, spreading awareness, sensitization of employees on issue of SHWP and provide assistance to the aggrieved woman and deal the sexual harassment as per available legislation including service rules. Gender sensitivity aspects were discussed by the Director to increase the awareness on gender equality. He shared his experiences of gender neutral training interventions to raise physical and emotional fitness of women. Holistic fitness of women to overcome the current day challenges was also deliberated upon by the Director IFGTB. He also highlighted the importance of sports and said that women involved in sports activities have more endurance and has more self confidence. Director, IFGTB has detailed on the understanding of gender stereotyping by giving real life examples.



A short video on “I Can You Can”, an inspirational story by Arunima Sinha, a victim of Train Accident and also climbed Mount Everest after amputation of one leg, was played to motivate and build self confidence in women. Director, IFGTB concluded the program with the note that “**Life begins at the end of your comfort zone**”. After the open house

discussion, the meeting came to an end with Vote of Thanks by Ms. R.G. Anitha, member of ICC, IFGTB.

Glimpses of the Awareness Program on Prevention of Sexual Harassment of Women at Workplace



Dr. R. Yasodha, Chairperson, ICC, IFGTB delivering welcome address



Dr. Zenetta Rosaline, Professor and Director, delivering the lecture on Gender sensitization



Interaction of participants during the open house discussion



Ms. G. Anitha, member, ICC, IFGTB delivering vote of thanks